



Defense Logistics Agency

Hispanic Association of Colleges
and Universities (HACU)
National Intern Program

Hiring A Student Again

09/10/16



HACU National Intern Program

Hispanic Association of Colleges and Universities (HACU) National Intern Program is:

The Hispanic Association of Colleges and Universities (HACU) National Internship Program is a national program that places colleges students in internships throughout the country.



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HACU National Intern Program

HACU Is Valuable Because:

- HACU is a **pipeline for permanent employment** for Hispanic individuals, and also one resource available to aide in increasing Hispanic representation within the DLA workforce.
- HACU offers the chance to have a **positive impact** on the life of a student or graduate, and to help focus his or her career goals.
- HACU is an opportunity for organizations to benefit from the **support** of an intern and potential permanent employee.

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HACU National Intern Program

In Other Words.

Hiring HACU
Interns to
Recruit employees while
Enriching the lives of students and
Supporting the goals of your organization
and activity in increasing representation
with a highly skilled and qualified workforce
is a WIN-WIN for all!



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HACU National Intern Program

Last year...

Your participation in HACU put DLA at the forefront of DOD's involvement in HACU. DLA hired the most interns of all DOD Agencies during the summer 2005 program.



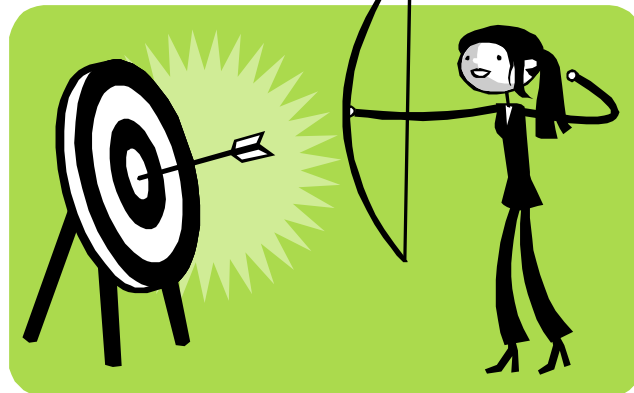
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MUCHAS GRACIAS!!!!

Both DLA and HACU value your continued support and appreciate your work in an effort to raise Hispanic hiring goals even higher!



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HACU National Intern Program

Key Tasks Related to Securing and Keeping an Intern

Preparing for the intern position

Tasks and position identification

Budget

Selecting and securing an intern

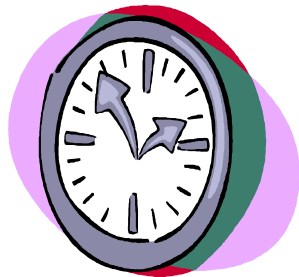
Obtain access to the HNIP database

Input position into database

Interview candidates matched with position

Select desired intern and offer the position

Notify HACU



Preparing for the intern's arrival

Environment

In-processing

Identify staff roles

Intern housing arrangements



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COMMON QUESTIONS

When are the HACU sessions?

HACU sessions run during the fall and spring semesters, as well as during the summer months of June through August.

Who participates in HACU?

Both Federal agencies and private corporations participate in HACU.

What has been DLA's HACU participation rate?

Yes. DLA has participated in and continues to support HACU. In the summer of 2005, DLA had 23 of the 31 Department of Defense

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Internal Support of HACU

- Increase participation by hiring more interns
- Increase activity/office funding of intern positions
- Help recruit new participating offices and managers
- Be available to give advice to newly participating managers, supervisors, and interns
- Recognize intern's accomplishments



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External Support of HACU



- Serve as spokesperson at interest meetings and information sessions
- Write about first-hand experience in publications
- Provide advice to new participating managers and interns

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During the Internship

- Introduce intern to mission of the office, field activity, and DLA
- Offer intern enriching projects and/or coordinate projects with other offices
- Evaluate intern and employer experience
- Consider creating a new opportunity for employment

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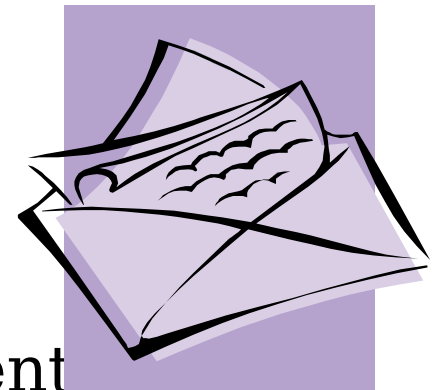
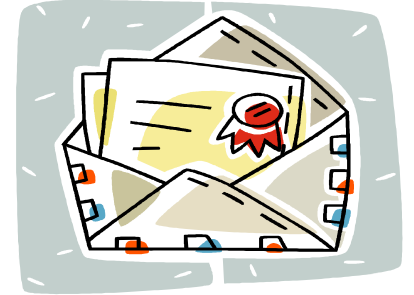
- Introduce intern to employment opportunities



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After The Internship

- Maintain a file of the intern's application package, and projects completed
- Keep in touch with intern
- Keep intern informed about DLA (i.e., T&T articles)
- Keep intern informed about office developments
- Keep intern informed about employment opportunities





HACU National Intern Program

For more information...

Local EEO Office

Ms. Cynthia Sexton

DLA Hispanic Employment Program Manager

DLA EEO Office, Policy/Compliance Division

phone number 703-767-1109

email Cynthia.Sexton@dla.mil

Mr. Peter Shepard

DLA HACU Liaison

DLA Office of Human Resources, Policy and Information
Division

phone number 703-767-2769

email Peter.Shepard@dla.mil



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HACU National Intern Program

Hispanic Association of Colleges and Universities National Internship Program

One Dupont Circle, NW Suite 605
Washington, DC 20036

<http://www.hacu.net>

Voice 202-467-0893

Fax 202-496-9177



Ms. Alexandria Rosales, Associate Director
DoD Coordinator
arosales@hacu.net

09/10/16